

TRAINEE and FACULTY DIVERSITY WORKGROUP WORKPLAN – AUGUST 2006

PURPOSE: Identify, assess, promote and support strategies and activities that contribute to the development and maintenance of diverse training program trainees and faculty and encourage graduates of training programs to seek employment in unserved or underserved communities. This will include consideration of how cultural competency relates to diversity and how grantees and the MCHB can effectively measure and monitor program efforts related to diversity. *(2nd sentence was added in response to participant discussion related to importance of cultural competency as part of diversity planning)*

WORKPLAN				
PRIORITY Workgroup Activities	Action Steps	Strategies for Implementation	Person Responsible (for initiating activity)	Timeframe
1. Assist the Bureau in developing grantee guidelines for a “vigorous plan” for recruitment and retention of trainees from culturally diverse backgrounds <i>(GOAL 2-Objective 2*)</i>	Define “vigorous plan,” including core elements of a comprehensive plan			
	Identify recruitment and retention plans currently used by MCH Training Programs			
	Identify recruitment and retention plans used by other entities			
	Identify essential aspects of recruitment and retention plans- including who/what are we looking for?			
	Collaborate with Reporting and Measurement Group in developing draft indicators of a “rigorous” plan.			
	Recommend reporting requirements to MCHB			

* List of priority Strategic Plan goals, objectives and related MCHB activities for reporting and monitoring are provided at the end of this document.

WORKPLAN				
PRIORITY Workgroup Activities	Action Steps	Strategies for Implementation	Person Responsible (for initiating activity)	Timeframe
2. Identify resource materials to assist grantees in developing and implementing a plan for recruitment and retention of trainees from culturally diverse backgrounds (GOAL 2- Objective 2)	Identify specific recruitment and retention issues faced by grantees (e.g, identifying candidates of specific racial/ethnic background; engaging candidates postdocs, etc)			
	Identify written materials currently available and determine relevancy and usefulness given grantees' needs.			
	Building on outcomes of Activity 1 (identifying essential recruitment and retention characteristics/components), identify promising recruitment and retention strategies.			
	Make recommendations to MCHB for resources and promising strategies to assist in development of grantee recruitment plans, including materials to be posted on the MCH Training Program Website.			
3 Identify additional information and guidance on recruitment and retention needed by grantees that is not currently available. (GOAL 2- Objective 2)	Based on outcome of Activity 2, identify gaps in resources (including materials, training and technical assistance) needed to support grantees' development and implementation of recruitment and retention plans			
	Identify priority topics for development of new materials and training			
	Recommend to MCHB methods by which to encourage grantee access to and use of new information and training.			

WORKPLAN

Additional Workgroup Activities	Action Steps	Strategies for Implementation	Person Responsible (for initiating activity)	Timeframe
4. Explore strategies for increasing faculty diversity (GOAL 2-Objective 1)	Identify institutions that have been successful in recruiting diverse faculty (explore how success if defined)			
	Identify promising strategies in recruiting diverse faculty; explore what strategies work for what groups			
	Identify gaps and areas for improvement in current faculty recruitment practices			
	Draft toolkit of promising strategies to post on MCH Training Web site			
5. Assist Training Program in developing a faculty diversity support network (GOAL 2 -Objective 1)	Identify support needs of faculty related to recruitment, mentoring for career development, leadership and other faculty diversity concerns and issues.			
	Assess interest of faculty in participation in a support network			
	Draft purpose and outcomes of the network and recommendations for ways to engage grantees in the network			

MCH Training Priority Strategic Plan Goals and Objectives Related to Reporting and Monitoring

GOAL 2- Objective 1: By 2010, increase the number of MCH training programs that have increased the diversity of their faculty. (Identify baseline and target by 2005.)

MCHB Activities:

- 1) Establish and support a network of MCH faculty interested in working together on recruitment, mentoring for career development, leadership and other faculty diversity concerns and issues.
- 2) Convene a group of project directors and /or other MCH leaders to explore strategies for increasing faculty diversity and faculty advancement.

GOAL 2- Objective 2: By 2010, increase the number of MCH training programs that have increased the diversity of their trainee classes. (Identify baseline and target by 2005.)

MCHB Activities:

1. Develop and implement a plan to increase awareness of MCHB training opportunities among Minority Serving Institutions such as Historically Black Colleges and Universities (HBCU), institutions that serve Hispanic populations, etc.
2. Consider additional activities such as conducting training for grantees on how to develop and implement a plan for recruitment and retention of trainees from culturally diverse backgrounds.
3. Require all funded training projects to have a vigorous plan for the recruitment and retention of trainees from culturally diverse backgrounds.
4. Require all funded training projects to have a vigorous plan for the recruitment and retention of trainees from culturally diverse backgrounds.
5. Examine the need and develop a strategy for special scholarships and incentives to assist in the recruitment of trainees from underrepresented groups.